

ABSTRACT

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INTERNSHIP OVERVIEW OF TALENT MANAGEMENT STAFF AT PT JAYA REAL PROPERTY, TBK

Competition in securing jobs has become one of the challenges faced by the workforce in Indonesia today. The increasing number of workers, which is not matched by the availability of job opportunities, has left many unemployed. Unemployment in Indonesia can occur due to the low skill level of the workforce. The government seeks to support the exploration of skills through the Merdeka Belajar Kampus Merdeka (MBKM) policy. Universitas Pembangunan Jaya (UPJ) embraces this policy by implementing the Intern Program under MBKM. The internship undertaken in this program was equivalent to 11 credits. The intern undertook the KP MBKM Program as a staff member of the Talent Management Subunit under the Human Resources (HR) Unit at PT Jaya Real Property, Tbk. The intern's primary responsibilities were in recruitment, including posting job openings, screening applications, administering psychological tests and interviews, and supporting the final interview process and employer branding. Despite encountering challenges during the internship, the intern strived to overcome them. Overall, the MBKM internship experience provided the intern with significant knowledge and resulted in constructive feedback for various parties.

Keywords: *internship, talent management, mbkm, recruitment*